



TECHNICAL SERVICES JOB FAMILY – LEVEL 1

Jobs at this level work as part of a team to provide scientific and/or technical support to staff, students and more senior colleagues working on straightforward tasks within well-established routines and procedures and under regular, direct supervision.

Representative Work Activities

- Works to well established simple routines under regular direct supervision, with tasks and work priorities being allocated to job holders by a supervisor/manager or senior colleague.
- Performs routine straightforward tasks to appropriate time and quality requirements, following simple oral and/or written instructions.
- Operates simple machinery/equipment.
- Carries out basic equipment maintenance.
- Cleans and tidies the workshop/laboratory/work environment.
- Transports goods and equipment.
- Replenishes stocks of consumables/stores of basic equipment, etc., following set stock control procedures, in order to ensure there are always adequate supplies available to meet work requirements.
- Provides general support activities in own work area, which may take the form of assisting senior colleagues.
- Carries out routine record keeping, filing, data inputting, cataloguing, logging and maintenance of simple databases, ensuring accurate records are maintained.
- Identifies problems or difficulties and communicates these to a supervisor/manager.
- Complies with relevant Health and Safety procedures affecting self and others.
- The focus of jobs at this level is often on discovering and developing aptitude and capabilities either through academic study and/or learning on the job from senior/more experienced colleagues, through exposure to a range of activities.
- For jobs at this level, as knowledge, skill, experience develops, job holders will take on progressively less routine tasks and responsibilities.

TECHNICAL SERVICES JOB FAMILY - LEVEL 1

Knowledge, Qualifications, Skills & Experience	Performance & Progress Indicators
<ul style="list-style-type: none">• Minimum of a good standard of education evidenced by up to five GCSEs (grade C and above) or equivalent, demonstrating numeracy and literacy, with potential for further study where appropriate, <p>OR</p> <p>Previous work experience in a relevant role.</p> <ul style="list-style-type: none">• Written and verbal communication skills.• Manual dexterity will be required in some roles.• Basic understanding of Health & Safety regulations and procedures.• Understanding of the basic principles of the relevant scientific or technical discipline.	<ul style="list-style-type: none">• Completes work on time.• Consistency.• Dependability/Reliability.• Flexibility e.g. changing tasks.• Accuracy and attention to detail.• Quality of technical support provided.• Compliance with Health & Safety regulations.• Positive attitude to work.• Responsiveness to training/education.

TECHNICAL SERVICES JOB FAMILY – LEVEL 2

Jobs at this level require specific technical, IT or practical skills and a well-developed working knowledge of technical or scientific practices and procedures acquired by experience on the job and/or through vocational training. Work will involve the application of skills and knowledge to provide a range of technical support activities. Work activities will typically follow an established working pattern. Supervision is in the form of general guidance on routine work.

Representative Work Activities

- Carries out a range of tasks to time and quality requirements, working within established routines or procedures, but with minimal direct supervision.
- Prepares and carries out straightforward tests/experiments.
- Carries out basic interpretation of data / test results and presents findings accurately.
- Maintains accurate records and drafts routine documentation.
- May be responsible for the day-to-day operation and routine maintenance of a particular piece of straightforward equipment.
- Will typically be involved in the development, testing, and construction of new equipment and/or techniques.
- Plans own work schedule to meet work unit demands, but refers to more senior colleagues for prioritising and scheduling of non-standard work.
- Resolves routine work problems independently, referring more complex problems to senior colleagues.
- May provide guidance and support to junior colleagues through on-the-job training/coaching in own area, in the use of equipment and techniques.
- Assists students and/or staff in the preparation and use of equipment and techniques and advises on any specific aspects of work within own area.
- Supports student learning through the development and demonstration of equipment and techniques.
- Monitors levels of stocks/stores of basic equipment and supplies and ensures that equipment, consumables and work area are ready to use when required.
- Complies with Health and Safety procedures affecting self and others.
- Continues to develop technical skills and ability in own area.

TECHNICAL SERVICES JOB FAMILY – LEVEL 2

Knowledge, Qualifications, Skills & Experience	Performance & Progress Indicators
<ul style="list-style-type: none">• A minimum of two A-levels in relevant subjects, or equivalent vocational qualifications (NVQ, City & Guild), plus some experience in a relevant technical/scientific role.• OR• Considerable work experience in a relevant technical or scientific role.• Demonstrated written and verbal communication skills.• Manual dexterity will be required in some roles.• An understanding of Health & Safety regulations and procedures.• Ability to understand and address non-routine work.• Expected to be competent in undertaking a range of technical support activities without constant guidance.	<ul style="list-style-type: none">• Completes work on time.• Consistency.• Dependability/reliability.• Flexibility.• Accuracy/precision.• Quality of technical support provided.• Own work scheduling and prioritising on routine tasks.• Initiative/resourcefulness.• Routine problem resolution.• Standards of written documentation.• Follows agreed procedures.• Compliance with Health & Safety regulations.• Positive attitude to work.• Responsiveness to training/education.• Demonstrating the development of technical skill.• Positive approach to customer care.

TECHNICAL SERVICES JOB FAMILY – LEVEL 3

Jobs at this level will display an in-depth knowledge of technical, IT or scientific practices, methods and procedures gained through either experience and/or formal qualification and will deploy this knowledge to provide a range of technical support activities.

Representative Work Activities

- Carries out a range of specialist technical support tasks to time and quality standards.
- Plans and oversees the day-to-day technical running of a work area/ laboratory / research project, allocating resources and providing technical supervision of junior technical staff and/or students in order to ensure work objectives are met.
- Sets and monitors technical standards in own area of work.
- Ensures accurate completion of documentation, records and reports.
- May be involved in the preparation of work rotas and activity scheduling in own work area for routine tasks.
- Advises and assists staff and students on the development, design, preparation, construction, assembly and application of equipment, the setting up of experiments and/or deployment of particular techniques.
- Contributes to the development of new or improved methods/techniques/equipment.
- Adapts and refines work practices and procedures in own area.
- Ensures that equipment/apparatus etc in own area of responsibility maintained, serviced and repaired as required.
- Diagnoses and rectifies faults / problems with equipment and procedures.
- Monitors and maintains a safe working environment in accordance with Health and Safety procedures.
- Trains students, academic staff and junior technicians in use of equipment and techniques in own area of expertise.
- Ensures maintenance of current and future stock requirements of equipment and consumables for own work area (usually within pre-set limits).
- Advises on the pricing and purchasing of equipment/apparatus/software, following consultation with appropriate staff members.
- Assists in the interpretation of results, providing quantitative and qualitative analysis, advising staff and students of the application, techniques and use of relevant technical/laboratory equipment.
- Utilises technical knowledge and experience in own area to conceptualise and interpret the requirements of the "customer".
- Communicates and liaises with the wider University body as well as users of the University services and/or external consultants/suppliers (usually through clearly define/routine liaison e.g. regular suppliers/contractors).
- May start to develop depth or breadth of knowledge in a particular area of technical expertise and be recognised as a technical expert in this area.

TECHNICAL SERVICES JOB FAMILY – LEVEL 3

Knowledge, Qualifications, Skills & Experience	Performance Measures
<ul style="list-style-type: none"> • Minimum of HNC in relevant subject, or equivalent qualifications, plus considerable work experience in a relevant role. OR Substantial work experience in a relevant role • RSciTech/ EngTech or equivalent (desirable) • Proven technical experience in own scientific or technical specialism. • Proven analytical and problem solving capability. • Proven communication skills to enable the identification and understanding of staff/student requirements. • An understanding of regulations and procedures, (including Home Office, Health and Safety) and the implications of non-compliance on other staff. • Ability to plan and organise work activities. 	<ul style="list-style-type: none"> • Completion of work to agreed specification. • Accuracy/precision. • Attention to detail. • Quality of technical support provided. • Quality and timeliness of advice and recommendations. • Capability to organise own and others' activities to meet deadlines. • Good time management. • Proactive. • Compliance with Health & Safety/Home Office regulations. • Technical problem resolution. • Help rarely needed on routine matters. • Uses judgement to seek appropriate help/assistance on non-routine and/or complex matters. • Selects the right approach. • Effective transfer of skills and knowledge to others. • Coaches and encourages others. • Demonstrating the development of technical skill. • Positive approach to customer care.

TECHNICAL SERVICES JOB FAMILY – LEVEL 4

Jobs at this level will require recognised technical/IT/experimental expertise and may have supervisory responsibility for a technical service or team, where the primary focus will be on planning, overseeing and reviewing the work of the team AND/OR will operate as individual technical, experimental or IT advisors either supporting teaching and research activity or contributing directly to local projects/policies through the provision of specialist support activity.

Representative Work Activities

Supervision

Responsible for the provision of a technical and/or experimental service through the day-to-day organisation and technical supervision of a small department, medium sized work area/workshop/laboratory or a research section which involves:

- Managing the allocation of work and responsibilities to members of staff.
- Ensuring work is carried out and performed to the required standard, taking the necessary follow-up measures to ensure effective performance.
- May involve the supervision of non-technical staff.
- Ensuring compliance with work related legal, health and safety standards.
- Under the direction of a senior staff member, monitoring the budgets of the department/work area/research area/grant, making sure it operates effectively within budget constraints and maintaining appropriate financial records e.g. expenditure, purchasing, equipment.
- Contribution to the recruitment, training and development of own technical and/or experimental team.
- May be involved in staff performance review process.
- Maintaining stocks of equipment and consumables within a pre-set level of expenditure.
- Ensuring the security of buildings/plant/machinery in own area.
- Advising on future physical resource requirements within own area - general/specific equipment, apparatus, space etc.
- Liaison and communication with other University Schools and Departments as well as outside bodies.
- Contributes to developments in policies/procedures/plans in own work area
- Advising and assisting staff and/or students on all aspects of technical support services, either personally or through delegation to appropriate team member.

TECHNICAL SERVICES JOB FAMILY – LEVEL 4 (continued)

AND/OR

Technical Specialist

- Responsible for the technical organisation and/or operation of advanced scientific/experimental/IT/technical work requiring specialist skills, techniques and knowledge.
- Acts as an internal and external consultant, advising on the development and application of specialist techniques/experiments and/or procedures and the analysis and interpretation of results.
- Acts as a recognised source of technical and/or experimental expertise in own area of technical skill/expertise through the effective utilisation and application of substantial skill and experience.
- Generates original ideas and innovative solutions and/or new techniques/experimental designs, through the provision of specialist know-how and advice as appropriate.
- Where working within IT, works within novel/leading edge techniques and/or procedures, typically in the provision of direct support.
- Works with novel techniques and or procedures, typically in support of research activity.
- Where contributing to the development of teaching and/or research, designs apparatus/equipment or uses specialist machines/equipment or develops new techniques/experiments.
- Where contributing to the development of research, may contribute to publications and/or technical advice in support of grant applications.
- Carries out complex quantitative and qualitative analyses and, where contributing to the development of research, contributes to the interpretation of the results.

TECHNICAL SERVICES JOB FAMILY – LEVEL 4

Knowledge, Qualifications, Skills & Experience	Performance Measures
<ul style="list-style-type: none"> • Minimum HNC or equivalent, plus substantial work experience in a relevant role. OR • Proven track record with extensive work experience in a relevant technical or scientific role. • RSci/ IEng or equivalent (desirable) • Recognised and proven technical and/or experimental expertise in own scientific or technical specialism. • Planning and organising skills required to manage projects, including the deployment of people and other resources. • Ability to identify and manage risks to enable effective project delivery. • The implementation of work related regulations, procedures, and an understanding of the implications of non-compliance on other staff and the University (e.g. Health and Safety). • Requirement to understand, conceptualise and interpret the technical and/or experimental requirements of staff and students. • Understanding and experience of applying relevant scientific or technical and/or experimental theory, knowledge. • Proven analytical and technical problem solving capability. • Proven communication skills to enable the identification and understanding of staff/student requirements. • Ability to plan and organise work activities. • Budgetary management skills and an understanding of financial management procedures. 	<ul style="list-style-type: none"> • Performance of own tasks to agreed time and quality standards. • Accuracy/Precision. • Quality of technical support provided. • Delivering to deadlines. • Organisational ability. • Ability to prioritise. • Time management. • Effective delegation and performance monitoring. • Effective transfer of skills and knowledge to others. • Compliance with Health & Safety regulations for self and others. • Receptiveness to new ideas and approaches. • Positive approach to customer care.

TECHNICAL SERVICES JOB FAMILY – LEVEL 5

Jobs at this level will have recognised technical and managerial expertise and will have management responsibility for the delivery of a technical and/or experimental service. Managers at this level will have well developed technical, but not necessarily specialist, skills.

Representative Work Activity

Manages/supervises a large and/or complex department/work area(s)/unit(s), accountable for the provision of a complete technical and/or experimental service which involves:

- Leading and managing a technical and/or experimental team to deliver specific goals.
- Determining priorities and allocating resources to meet planned objectives and requirements.
- Working with the Head of School/Department/Division/Research project responsible for budgeting and controlling the staffing establishment levels.
- Delegation of work activities and responsibilities.
- Monitoring performance and taking appropriate corrective action to ensure performance standards are consistently met.
- Ensuring the general maintenance/security of buildings, plant and equipment.
- Advising on the future requirements within the School/Department/Division (and/or grant holders) regarding general/specific equipment, apparatus, furniture and fittings, space, etc.
- Making a major contribution to the development of policies and procedures to ensure that all legislative and University requirements are met within the laboratories/workshops and work areas.

TECHNICAL SERVICES JOB FAMILY – LEVEL 5a (continued)

- Liaison with the Head of School/Department on work related legal, health and safety standards required and putting in place policies and procedures throughout the laboratories/workshops/work areas/units/research section to comply with such regulations.
- Ensuring a safe working environment is maintained.
- Ensuring the department/work area operates effectively within any budget constraints, including grant management, and maintaining accurate financial records.
- Recruitment, training, appraisal and development of staff.
- Ensuring effective communication with staff at all levels.
- Ensuring the technical and/or experimental organisation structure and staffing levels are appropriate to meet the department's needs.
- Advising staff and students on all aspects of technical and/or experimental support service provision, either personally or through delegation to appropriate team member.
- Contributing to the management of the School/Department as a whole through membership of the appropriate committee structure.
- Communication and liaison with the whole of the University body, as well as regular contact with external bodies.
- Developing policies and procedures for technical and/or experimental support service activities in order to ensure the teaching and research requirements of the School/Department are met, both now and in the future.
- Managing the stock control/purchasing system, ensuring that University financial procedures are adhered to, liaising and negotiating with internal and external suppliers etc.
- Keeping abreast of technical and/or experimental developments relevant to own area of responsibility and providing ad hoc technical advice and support from time to time.

TECHNICAL SERVICES JOB FAMILY – LEVEL 5a

Knowledge, Qualifications, Skills & Experience	Performance Measures
<ul style="list-style-type: none"> • University degree or equivalent, plus substantial work experience in a relevant technical/scientific and/or management/supervisory role. OR • Proven track record with extensive work experience in a relevant technical, experimental, scientific or management/supervisory role. • CSci/ CEng or equivalent (desirable) • Proven technical specialist knowledge and understanding in own technical area. • The interpretation and implementation of work related regulations, procedures, and an understanding of the implications of non-compliance on other staff and the University (e.g. Health and Safety). • Excellent analytical and problem solving capability. • Ability to communicate clearly to non-specialist and senior level audiences. • Proven high level of planning and organising skills and resource management, which may include the delivery of major, complex projects. • Proven skills in the effective management of people. • Ability to persuade, motivate and lead • Advanced understanding of funding and financial management procedures. 	<ul style="list-style-type: none"> • Completion of work to agreed specification, time, cost and quality standards. • Continuous improvement to the efficiency and quality of technical services provided. • Quality of technical support provided. • Development of teams to meet both individual and University needs. • Quality and timeliness of advice and recommendations. • Performance of team against objectives. • Meeting targets and deadlines. • Leadership. • Effective use of people and resources. • Developing potential in others. • Effective transfer of skills and knowledge to junior colleagues, other staff and students. • Compliance with Health & Safety regulations for self and others. • Problem resolution. • Generation of new ideas and approaches. • Quality of innovative contribution.

TECHNICAL SERVICES JOB FAMILY – LEVEL 5b

Jobs at this level will have recognised technical/experimental expertise, typically being seen as experts in their field, and will operate as individual technical advisors supporting teaching or research activity through the provision of specialist activity.

Representative Work Activity

- Makes a significant contribution to the development of teaching and/or research, in the designing of apparatus/equipment or usage/application of specialist machines/equipment or the development of new techniques/experiments.
- May have a scarce skill and be operating at a very high specialist level.
- Conceiving new opportunities and approaches.
- Initiating and developing ideas/approaches and novel techniques.
- Promoting and delivering innovative solutions.
- May present research methodologies and findings at local/national level and contribute to publications.

TECHNICAL SERVICES JOB FAMILY – LEVEL 5b

Knowledge, Qualifications, Skills & Experience	Performance Measures
<ul style="list-style-type: none"> • University degree or equivalent, plus substantial work experience in a relevant technical/scientific role. OR • Proven track record with extensive work experience in a relevant technical or scientific role. • CSci/ CEng or equivalent (desirable) • Advanced technical expertise in own scientific or technical specialism. • Proven advanced analytical and problem solving capability. • Ability to communicate clearly to non-specialist and senior level audiences. • Well-developed understanding of Health & Safety regulations, procedures, and the implications of non-compliance on other staff. • Excellent technical problem solving skills (may be one of few able to provide solutions in a specialised field, operating at a high level of competency). • Proven high level of planning and organising skills and resource management, which may include the delivery of major, complex projects. • Budgetary management skills and an understanding of financial management procedures. 	<ul style="list-style-type: none"> • Completion of own work to agreed specification, time, cost and quality standards. • Continuous improvement to the efficiency and quality of technical services provided. • Quality and timeliness of advice and recommendations. • Performance against objectives. • Meeting targets and deadlines. • Effective use of resources. • Effective transfer of skills and knowledge to junior colleagues, other staff and students. • Compliance with Health & Safety regulations for self and others. • Technical problem resolution. • Generation of new ideas and approaches. • Quality of innovative contribution.

TECHNICAL SERVICES JOB FAMILY – Managerial Route – LEVEL 6a

Roles at this level will be professional specialists with high-level technical expertise and experience, strategically managing/leading a Technical Service at School or Faculty level and with responsibility for all operational aspects of that service. Role holders will typically lead and manage a functional area/section or be a senior individual expert/practitioner with responsibility for managing major projects and initiatives to ensure delivery/improvement of a service. Leading and shaping the medium to long-term strategic plan and objectives for a specialist functional area, role holders will shape the structure and development of their area of activity, pioneering the technological capabilities of the functional area to deliver next generational solutions to fit with broader functional and University strategy. They will be expected to resolve problems where there is a lack of precedent, requiring innovation, technical know-how and creative thought to develop appropriate options. They will be responsible for setting quality and professional standards and managing service delivery against this and will have significant influence upon the structure and promotion of their area of activity. Role holders will develop and implement operational plans, which are likely to have a time horizon of more than one year and will typically involve people from several teams. They will also contribute to the longer-term plans for their work area to fit with broader functional and the University strategy.

Representative Work Activities

Planning and Organising

- Evaluate service provision, conduct reviews and lead change in order to shape the service to be efficient and provide a high quality fit for purpose service
- Build strong working relationships with key stakeholders (e.g. Heads of Faculty/School, Faculty Management, HODs, Directors of Operation, HR Managers) in order to influence & negotiate on matters relating to technical services & resource provision to ensure delivery of operational efficiency, & quality of service (incl. personnel, budget, resources).

Leadership and Management

- Strategically lead a Technical Service to meet current & future demand
- Represent Schools/Faculty at appropriate internal and external bodies and committees
- Set high professional & quality standards & uphold them across the service Governance and Compliance
- Leading the operational management of Health and Safety
- Set & uphold standards for highest quality working environment for which you are responsible, ensuring compliance with organisational policy and procedures, and statutory requirements.
- Inform, contribute to and influence policy and procedure where appropriate

TECHNICAL SERVICES JOB FAMILY – Managerial Route – LEVEL 6

Knowledge, Skills & Experience:	Performance Measures
<p>Qualifications:</p> <p>Either: Ability to demonstrate the necessary strategic competencies required to undertake the duties associated with this level of post having acquired the necessary professional, technical knowledge and leadership experience in a similar or number of different specialist roles.</p> <p>Or Ordinary/Honours Degree, Post Graduate Qualification or equivalent with a broad range of professional leadership experience in strategically important technical specialist areas. Typically a graduate with extensive vocational and technical experience demonstrating professional development through involvement in a series of progressively more demanding and influential work/roles. Advanced technical expertise in own scientific or technical specialism.</p> <ul style="list-style-type: none"> • CSci/ CEng or equivalent (desirable) <p>Knowledge, Skills & Experience:</p> <ul style="list-style-type: none"> • Experience of managing and developing: A significant team or number of teams and/or a significant institutional technical facility or project or number of projects. • Experience of working with and influencing senior management. • Experience of managing and controlling budgets/resources/funding and an understanding of financial management procedures. • Proven advanced analytical and problem- solving capability. • Experience of developing innovative technical solutions and contributing to strategic planning. • Highly developed knowledge of the principles, theory and practice of technical field of work as well as an awareness of broader developments relevant to own work area. • Well-developed knowledge of systems/services for own work area and across other functional units and how they inter-relate. 	<ul style="list-style-type: none"> • Completion of work to agreed specification, time, cost and quality standards. • Continuous improvement to the efficiency and quality of technical services provided, ensuring technical expertise and support of the highest quality. • Development of facility and/or teams to meet both individual and University needs. • High standard of quality and timeliness of advice and recommendations. • Performance of team against set objectives. • Consistently meets targets and deadlines. • Effective use of people, resources and technical expertise. • Developing potential in others an ensuring sustainable technical talent. • Effective transfer of skills and knowledge to junior colleagues, other staff and students. • Leadership and compliance with Health & Safety regulations for self and others. • Generation of new ideas and approaches. • Quality of innovative contribution.

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| <ul style="list-style-type: none">• Proven high level of planning and organising skills and resource management, which may include the delivery of major, complex projects.• Leadership (and/or contribution to leadership) and well-developed understanding of Health & Safety regulations and procedures, the implications of non-compliance on other staff and the quality outputs and standards required.• Ability to communicate clearly to non-specialist and senior level audiences.• Widespread awareness and understanding of the activities and objectives of the University, both current and future. | |
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TECHNICAL SERVICES JOB FAMILY – Specialist – LEVEL 6b

Roles at this level will be specialists with a recognised reputation for technical expertise, exercising a substantial degree of independent professional responsibility and discretion. Individuals will typically be senior individual contributors who are the University's leading experts in a technical, technological or specialised field.

Leading and shaping the medium to long-term strategic plan and objectives for a specialist functional area, role holders will shape the structure and development of their area of activity, pioneering the technological capabilities of the functional area to deliver next generational solutions to fit with broader functional and University strategy.

Roles range from senior specialist to an expert in a field of technical specialism and provides high-level input to stakeholders. Role holders may manage a significant specialist facility/service but the role is essentially non-managerial. They will be technical experts and will be highly autonomous and will be maintaining their expertise by engaging with internal and external stakeholders.

Representative Work Activities

- Lead the provision of expert guidance to other specialists.
- Identify future trends, strengths, weaknesses, opportunities and threats in specialist area of responsibility.
- Shape strategic direction, leading and facilitating change management to optimise the efficiency and effectiveness of service quality of the function.
- Oversee a significant number of complex and collaborative projects to ensure each project is managed and delivered to time and budget to support world-leading research.
- Make a significant expert contribution to major funding bids and related activities.
- Actively contribute to subject specialism through learned societies, professional bodies, broader review and editorial processes.
- Manage allocated budget/resources effectively and control all related expenditure to ensure delivery of service within budgetary constraints.

Professional Practice

- Recognised as a stand-alone expert in a field of technical specialism (i.e. likely to have a more limited external peer group sharing specialism)
- Providing outstanding level of professional expertise to the Faculty/University through highly developed specialist knowledge & skills in a specific field, maintaining currency & contribution
- Apply professional expertise to analyse and present complex data and to refine research and teaching methods and practices
- Initiate creative & innovative solutions in area of expertise to improve service and build capability
- Proactive in contributing to specialism developments

Planning and Organising

- Forming and maintaining effective collaborative partnerships with all key contacts
- Providing expert specialist technical input which influences and drives direction in area of specialism
- Plan and prioritise own workload to best meet service demands Governance and Compliance
- Inform, contribute to, influences and drives policy and procedure where appropriate

TECHNICAL SERVICES JOB FAMILY – Specialist – LEVEL 6

Knowledge, Skills & Experience

Qualifications:

Either: Ability to demonstrate the necessary strategic competencies required to undertake the duties associated with this level of post having acquired the necessary professional knowledge and leadership experience in a similar or number of different specialist roles. Advanced technical expertise in own scientific or technical specialism.

Or

Ordinary/Honours Degree, Post Graduate Qualification or equivalent, with a broad range of professional experience in strategically important specialist areas. Advanced technical expertise in own scientific or technical specialism. Will typically be a graduate with extensive vocational experience demonstrating professional development through involvement in a series of progressively more demanding and influential work/roles.

- CSci/ CEng or equivalent (desirable)

Knowledge, Skills & Experience:

- Proven advanced analytical and problem-solving capability in specialised technical field – role holders may be one of few able to provide solutions in a specialised field, operating at a high level of competency.
- Ability to communicate clearly to non-specialist and senior level audiences.
- Well-developed understanding of Health & Safety regulations, procedures, and the implications of non-compliance on other staff.
- Proven high level of planning and organising skills and resource management, which may include the delivery of major, complex projects.
- Where managing a core specialist function - experience of managing and controlling budgets/resources/funding and an understanding of financial management procedures.
- Highly developed knowledge of the principles, theory and practice of field of

Performance Measures

- Completion of own work to agreed specification, time, cost and quality standards.
- Continuous improvement to the efficiency and quality of technical services provided.
- Quality and timeliness of advice and recommendations.
- Performance against objectives.
- Meeting targets and deadlines.
- Effective use of resources.
- Effective transfer of skills and knowledge to junior colleagues, other staff and students.
- Compliance with Health & Safety regulations for self and others.
- Technical problem resolution.
- Generation of new ideas and approaches.
- Quality of innovative contribution.

work as well as an awareness of broader developments relevant to own work area.

- Experience of developing innovative solutions and contributing to strategic planning.